

## **Terms of Reference**

**Consultant - Lead Researcher**

### ***Mapping Study on Required Human Resources on TFSGBV Service Provision in Project Target Districts***

#### **1. Profile of CEJ**

The Centre for Equality and Justice (CEJ) was established as a company limited by guarantee in late 2017. CEJ's mission is the achievement of gender justice so that men and women and persons with diverse Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (SOGIESC) live in a society that is free, just and equal. This will be achieved by promoting gender equality, advancing the rule of law, good governance and democratic principles, promoting women's advancement and economic empowerment, advocating for the commitment to international human rights standards and fostering partnerships with grassroots-level women's networks. CEJ is primarily a women's organization working on the rights of women in the private and public spheres. CEJ engages with policymakers, and government officers and strengthens grassroots-level women's capacities to claim their rights.

#### **2. Project context**

Between January and August 2022 in Sri Lanka, 60.25% of cyber violence was directed towards women. In a rapid assessment by CEJ, participants in stakeholder interviews from Anuradhapura, Batticaloa and Kilinochchi, ranked 'young girls' as the target group associated with the highest prevalence of TFSGBV. The findings indicated that women human rights defenders, women undergraduates, and persons of diverse SOGIESC were particularly at risk. Moreover, another study revealed reported instances of TFSGBV, rising to 16,376 incidents in 2020 which marked a staggering 460% increase compared to 2019. This trend underscores the urgent need for targeted interventions and support to address the specific vulnerabilities affected by these specific groups. In the context of COVID-19, Data Reportal shows social media users increased by 1.5 million (23%) in Sri Lanka between 2020 and 2021. This increase in usage correlates with increased incidents of TFSGBV, as low rates of digital literacy mean youth are more susceptible to incidents of violence.

A study published in 2017 on young, educated Sri Lankan men's perceptions of violence against women indicated the gendered nature of TFSGBV in Sri Lanka reflects the deeply entrenched patriarchal norms and misogynistic ideology that result in structural inequalities and violence against women and girls. A noticeable gap is the lack of research on the intersection of disability, gender and TFSGBV. There is no streamlined or standardised response mechanism to TFSGBV in Sri Lanka. Though a complaint can be placed with the Sri Lanka Police, and support services such as legal aid and psychosocial support can be obtained, these services are inadequate to provide survivor-centric and gender-sensitive support. Additionally, there are no legal provisions in the Sri Lankan law that expressly cover TFSGBV as an offense, though laws such as S.345 of the Penal Code may be interpreted to include TFSGBV and the 2023 Anti Corruption Act includes TFSGBV as a form of sexual bribery.

In this context, the project, *Digital Dystopia: A Holistic Approach to Addressing Technology Facilitated Sexual and Gender Based Violence (TFSGBV)* aims to make services and response mechanisms to cases of TFSGBV accessible and effective for all women, including women from marginalized communities such as women from ethnic and language minorities and women with disabilities, and

persons of diverse SOGIESC in target districts of Kilinochchi, Batticaloa, Anuradhapura, Puttalam and Galle, and ensure service providers are equipped with the necessary knowledge, sensitivities and skills to provide support to victim-survivors of TFSGBV.

### **3. Scope of work**

CEJ seeks to receive the services of a consultant to carry out a mapping study on the gaps in human resources available at institutions that provide services to victim survivors of TFSGBV. The study will be conducted in Anuradhapura, Batticaloa, Kilinochchi, Galle and Puttalam districts.

The Consultant will report to the Executive Director, and work in close consultation with CEJ staff.

To this end, the Consultant shall;

- Attend meetings with the CEJ project team and other relevant stakeholders as and when required.
- Submit a detailed work plan for the task undertaken.
- Source a research assistant to support various research related tasks carried out under the activity.
- With the support of the research assistant, conduct a desk review of existing/similar research to be submitted to CEJ.
- Based on the methodology developed by CEJ, construct the following data collection tools:
  - Develop a guiding questionnaire for key informant interviews with women, especially from marginalized communities
  - Develop a guiding questionnaire for key informant interviews with service providers in the relevant districts.
  - Develop a guiding questionnaire for focus group discussions (FGDs) with relevant stakeholders including state sector service providers in the selected districts.
  - Develop a quantitative survey questionnaire to be administered to women including TFSGBV survivors in the selected districts on human resources gaps that prevented them from accessing TFSGBV related services.
  - Identify a suitable digital survey tool that can be used to administer the survey
- Facilitate an online training session for the data collectors on data collection tools and methodology.
- Support the data collection process in the districts. The Consultant shall be required to travel out of Colombo to selected districts with the research team and CEJ program staff on some occasions, as and when required. Travel and accommodation will be arranged and covered by CEJ.
- Review all transcripts, survey data and rapporteur reports and conduct data analysis.
- Compile a draft report for CEJ's feedback.
- Compile final research study report with feedback from external reviewers and finalize the research study.
- The Consultant will be supported by a Research Assistant throughout the project period.
- Translations of all data collection tools and reports will be undertaken by CEJ.

### **4. Expected Deliverables**

<b>Deliverable</b>	<b>Timeline</b>
1. Meet with CEJ and the research team for a virtual briefing.	18th August 2025
2. Submit a work plan (including approach, proposed methodology and timeline).	29th August 2025
3. Submit the desk review for CEJ's review.	8th September 2025
4. Submit a guideline and a guiding questionnaire for the FGD with relevant stakeholders and finalize with CEJ's review.	15th September 2025
5. Submit a guideline and guiding questionnaire for interviews with women and finalize with CEJ's review.	15th September 2025
6. Submit a guideline and guiding questionnaire for stakeholder interviews and finalize with CEJ's review.	15th September 2025
7. Submit a draft of the survey questionnaire and finalise with CEJ's review and identify a suitable digital survey tool to be used.	20th September 2025
8. Conduct an online training session for data collectors on data collection tools and methodology.	By 28th September 2025
9. Complete the data collection process in the target districts (this will include traveling to the districts to conduct interviews and transcribing the interview and submitting to CEJ).	By 31st December 2025
10. Review transcripts, survey data and rapporteur reports and conduct data analysis.	31st January 2026
11. Compile a draft report and submit for CEJ's feedback.	15th February 2026
12. Incorporate feedback from CEJ and submit the report for a final review	28th February 2026
13. Submit finalized research report.	16th March 2026

## 5. Duration

The above consultancy runs from **18th August 2025 to 16th March 2026**

## 6. Consultancy Payment

- The payment will be based on a quotation and breakdown provided by the Consultant.
- As per the financial guidelines of CEJ, the contract will be between CEJ and the Consultant.
- A quote in Sri Lankan Rupees (LKR) for the work must be provided by the consultant. A budget breakdown is compulsory.
- The final agreed upon payment will be made in installments based on the completion of deliverables within ten working days from the date of approval.

## 7. Experience and Qualifications

- Minimum a Master's degree in social sciences, development studies, gender studies, development studies, or any other related discipline.
- Prior work experience in the development sector on gender, women's rights and other related topics
- Knowledge of the Sri Lankan legal and policy framework, including systems and structures of government services
- Experience researching and working on issues related to violence against women
- Experience working on cyber violence, digital rights or similar topics is an advantage
- Excellent research, analytical and writing skills.
- Excellent English language skills and Sinhala/or Tamil language skills.

## 8. Confidentiality

Both during and after the end of the contract the Consultant must not disclose any matters that have come to their knowledge during the course of their duties. This shall not apply to communications made in the normal discharge of duties or to facts that are manifest to the public or which by their nature or importance do not require to be treated as confidential.

## 9. Copyright

Any material produced will be the sole property of CEJ. It may not be reproduced in whole or in part in any other production without the written approval of CEJ. Data collected under this consultancy must be treated as confidential and may not be shared with any person outside of CEJ.

Only short-listed candidates will be notified. Interested candidates may send a detailed CV and quotation to **shani@cejsl.org** with names and contact details of two referees with the email subject line **UF1 Mapping Study - Lead Researcher** on or before **13 August 2025**.

